EMPLOYER EXHIBITS

BEFORE THE

NATIONAL LABOR RELATIONS BOARD

In the Matter of: **Case No.: 18-RC-289570**

ACTIVISION PUBLISHING, INC.
Employer

And

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO
Petitioner

Place: **Via Teleconference**
Date: **02/16/22 – 02/18/22**
02/22/22

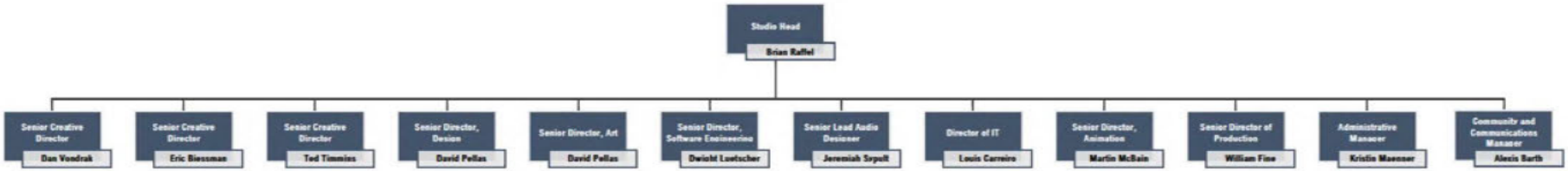
OFFICIAL REPORTERS

Veritext
Mid-Atlantic Region
1801 Market Street, Suite 1800
Philadelphia, PA 19103
215-241-1000

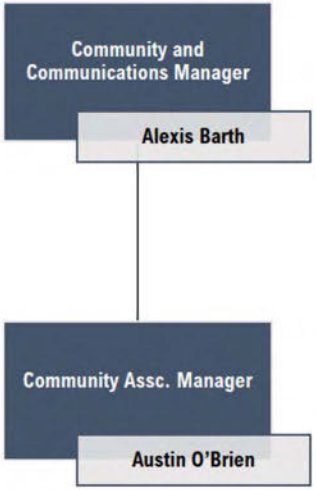
Org Charts

EXHIBIT NO.:	E 1	**RECEIVED:**	X	**REJECTED:**	
CASE NO.:	18-RC-289570	**CASE NAME:**	RAVEN SOFTWARE		
NO. OF PGS:	12	**DATE:**	02/16/22	**REPORTER:**	JP

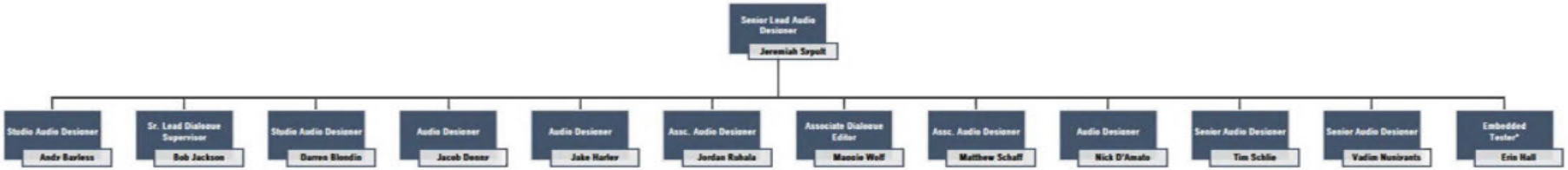
Raven Studio



Community

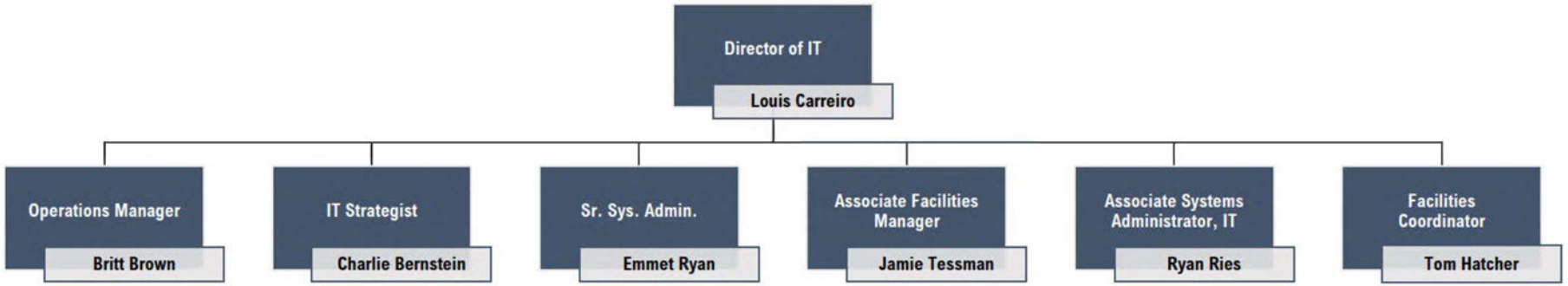

Community and Communications Manager
Alexis Barth
Community Assc. Manager
Austin O'Brien

Audio

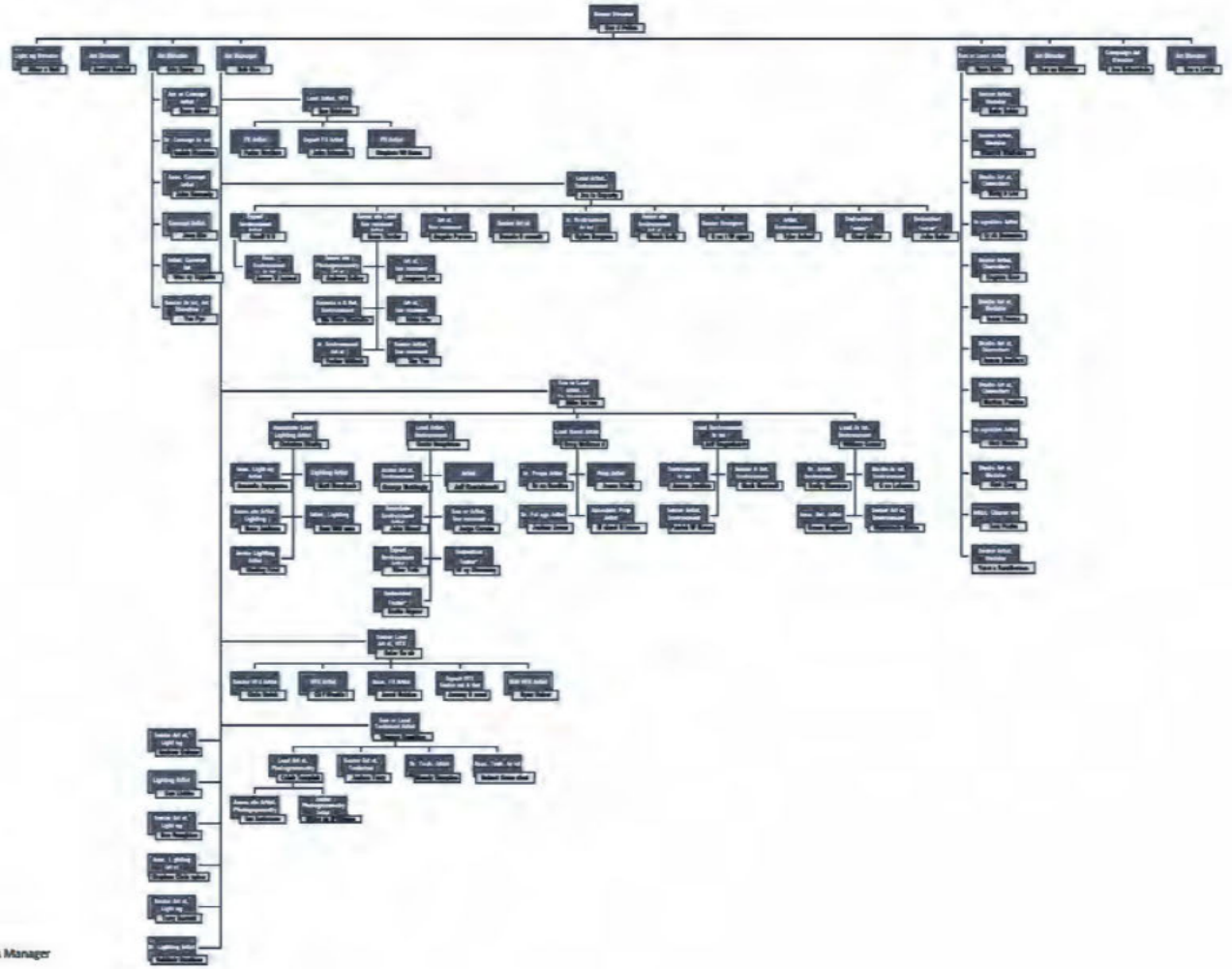


* Indicates dual report to Robert Clark, QA Manager

I.T.

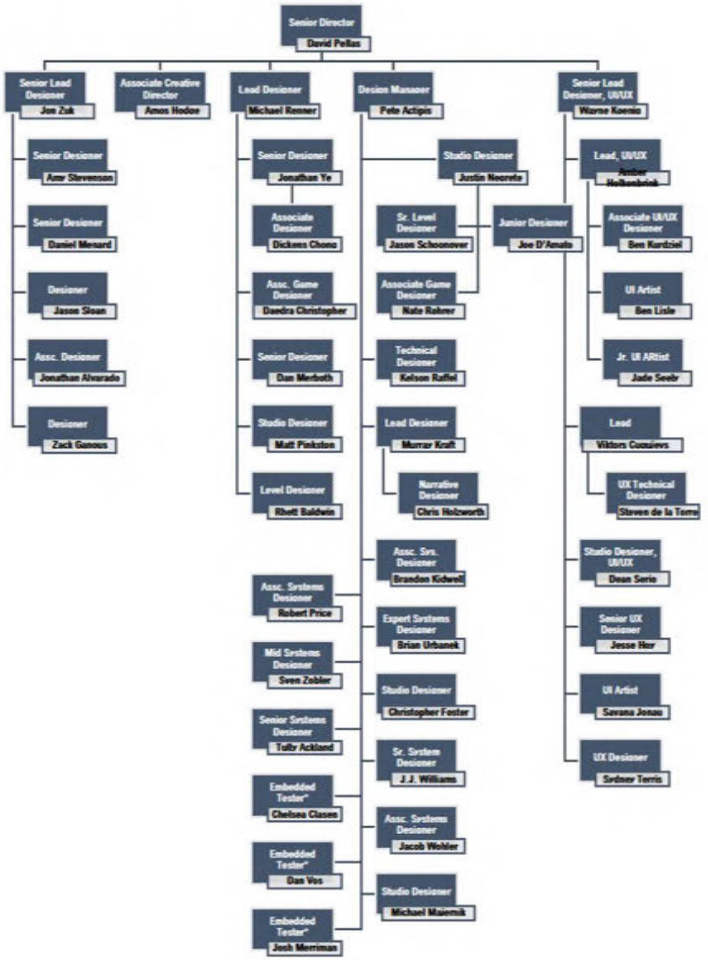

Director of IT
Louis Carreiro
Operations Manager
Britt Brown
IT Strategist
Charlie Bernstein
Sr. Sys. Admin.
Emmet Ryan
Associate Facilities Manager
Jamie Tessman
Associate Systems Administrator, IT
Ryan Ries
Facilities Coordinator
Tom Hatcher

Art



* Indicates dual report to Robert Clark, QA Manager

Design



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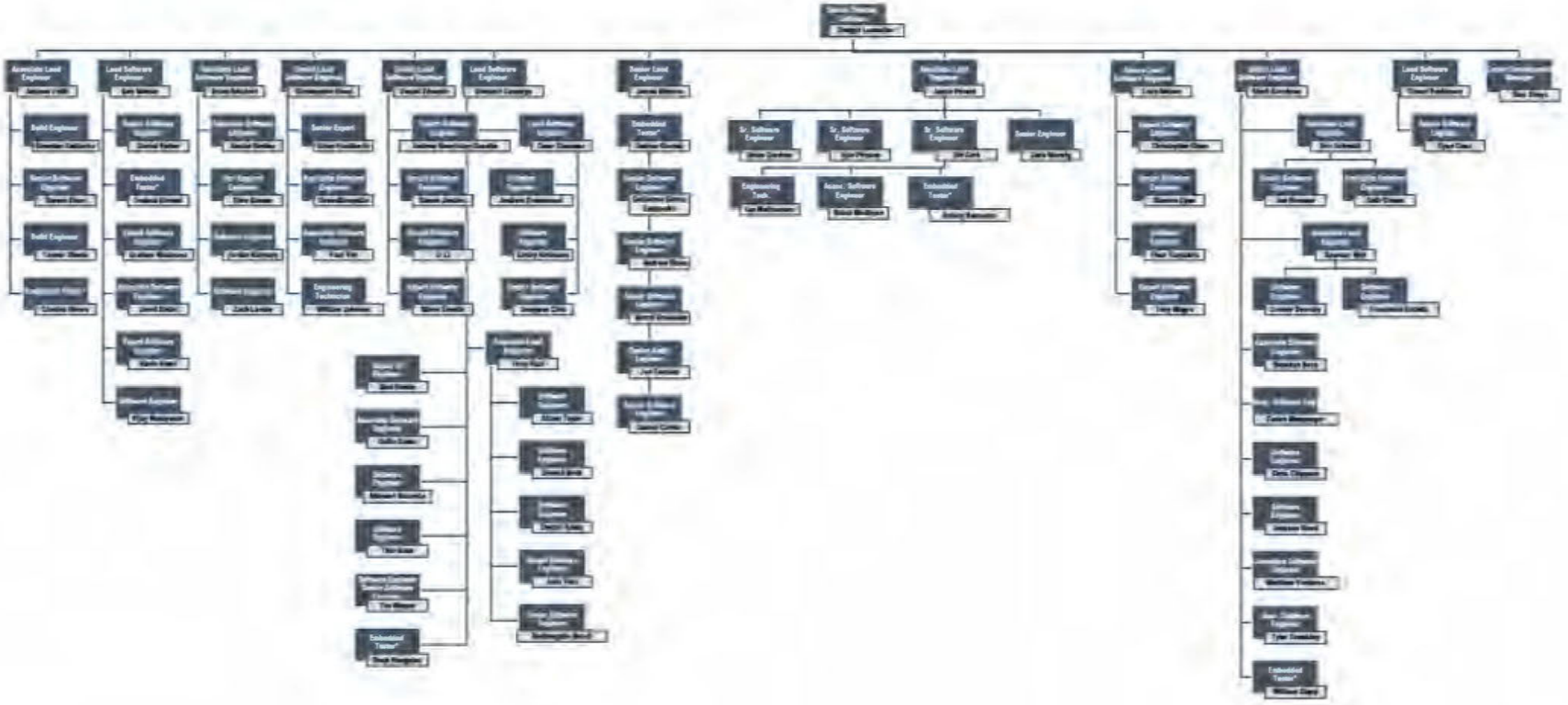
Engineering



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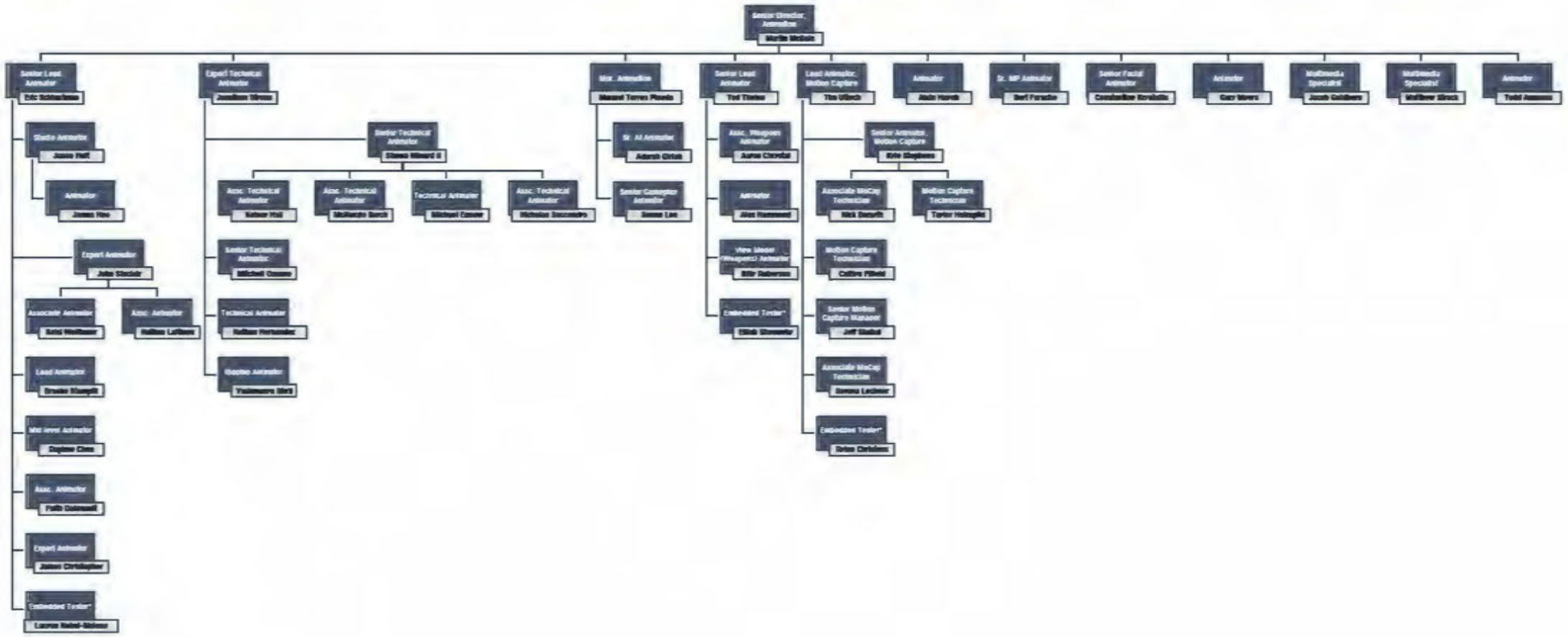
Animation



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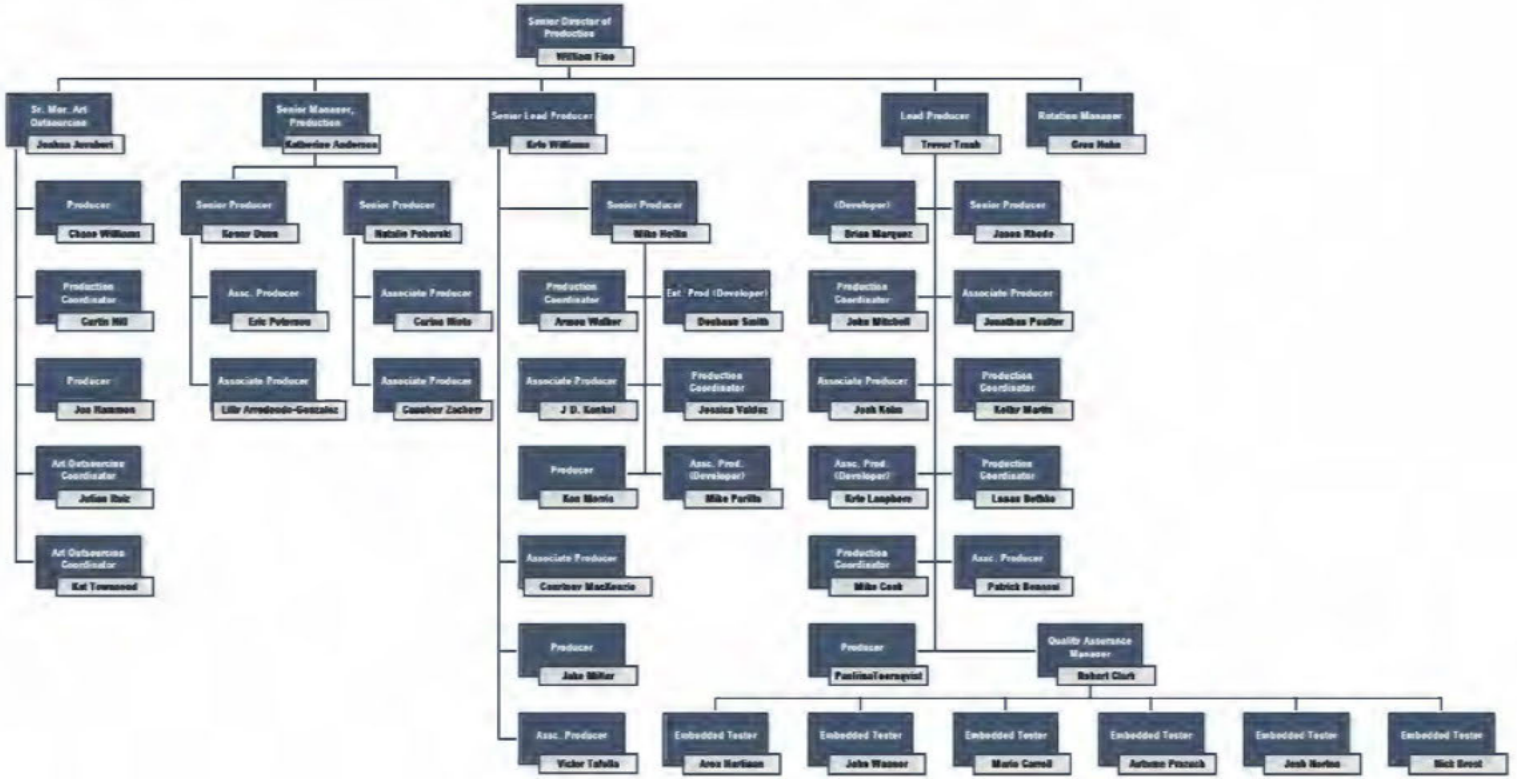
Production


Senior Director of Production
William Fine
Sr. Mgr. Art Outsourcing
Joshua Juvabert
Senior Manager, Production
Katherine Anderson
Senior Lead Producer
Kris Williams
Lead Producer
Trevor Traub
Rotation Manager
Greg Hahn
Producer
Chase Williams
Production Coordinator
Curtis Hill
Producer
Joe Hammon
Art Outsourcing Coordinator
Julian Ruiz
Art Outsourcing Coordinator
Kat Townsend
Senior Producer
Kenny Dunn
Senior Producer
Natalie Poborski
Assc. Producer
Eric Peterson
Associate Producer
Lilly Arredondo-Gonzalez
Associate Producer
Carina Nieto
Associate Producer
Cassiber Zachery
Senior Producer
Mike Heilin
Production Coordinator
Armen Walker
Ext. Prod (Developer)
Deshaun Smith
Associate Producer
J D. Konkol
Production Coordinator
Jessica Valdez
Producer
Ken Morris
Assc. Prod. (Developer)
Mike Parilla
Associate Producer
Courtney MacKenzie
Producer
Jake Miller
Assc. Producer
Victor Tafulla
(Developer)
Brian Marquez
Senior Producer
Jason Rhode
Production Coordinator
John Mitchell
Associate Producer
Jonathan Poulter
Associate Producer
Josh Kohn
Production Coordinator
Kelly Martin
Assc. Prod. (Developer)
Kris Lanphere
Production Coordinator
Lonas Bethke
Production Coordinator
Mike Cook
Assc. Producer
Patrick Bonanni
Producer
PanlimaTeerapvist
Quality Assurance Manager
Robert Clark
Embedded Tester
Arex Harlinan
Embedded Tester
John Wagner
Embedded Tester
Mario Carroll
Embedded Tester
Autumn Prazach
Embedded Tester
Josh Horton
Embedded Tester
Nick Brost

Raven Software
Associate Community Manager
Job Description

Raven Software is an accomplished video game studio that is currently seeking an Associate Community Manager to join our new community team. This is a full-time position at a growing studio with excellent benefits. You'll be working with one of the most successful battle royale games ever made - Call of Duty: Warzone!

Type:
Full-time / Permanent

Location:
Middleton, Wisconsin (remote/WHF until September 2021 or later)

Core Hours:
Monday - Friday, 9:30 AM to 5:30 PM CST

Primary Objective:
Promote Raven Software, and associated work/titles, to the world and represent studio culture and philosophies within the company.

Job Description:
The Associate Community Manager is primarily responsible for supporting the community engagement plans created by the Communications & Community Manager including engaging players in conversations on forums and social channels and supporting the creation of community-facing content and subsequent internal reporting.

The Associate Community Manager should have a thorough understanding of contemporary video game genres and platforms, including fluency with games-as-a-service practices and production/business models. The Associate Community Manager is a creative and passionate gamer, comfortable with online communities and social media, with excellent communication skills, and with the ability to thrive in a highly dynamic environment.

Responsibilities:
- Collaborate on defining and helping to execute the community engagement strategy driven by the Communications & Community Manager
- Contribute to content strategy and player-facing communications, including active engagement on community channels and reactive messaging
- Create compelling product communications such as blogs, patch notes, social copy
- Manage content calendars/milestones, delivering content to cross-functional teams, and communicating with teams across Activision/franchise studios
- Establishing feedback loops with players and dev teams, providing regular/meaningful reporting on community sentiment, concerns, and suggestions
- Analyze and report on content and program performance data to drive continuous improvement and optimization

EXHIBIT NO.:	E 2	**RECEIVED:**	X	**REJECTED:**	
CASE NO.:	18-RC-289570	**CASE NAME:**	RAVEN SOFTWARE		
NO. OF PGS:	199	**DATE:**	02/16/22	**REPORTER:**	JP

- Overall ability to adapt to a spectrum of different projects assigned to you by the Communications & Community Manager

Qualifications:

- 3+ years of experience in a community-oriented role, preferably in the video game industry
- Excellent written and oral communication skills and the ability to create quality documentation for internal and external audiences
- Strong understanding of social media services, mechanics, and trends, especially Twitter, Instagram, Reddit, and TikTok
- Strong organizational skills and an independent, self-motivated work style
- Proficiency with MS Office (Word, Excel, and PowerPoint)

Pluses:

- Advanced degrees in communication, marketing, or related field
- Video publishing, graphic design, and/or content creation experience
- Project management training and experience
- Experience working with influencers
- Proficiency with Sprinklr, Confluence, and/or JIRA
- Existing strong personal network within Raven's communities
- A fan of the Call of Duty franchise

If you require alternative methods of application or screening, you must approach the employer directly to request this as Indeed is not responsible for the employer's application process.

Raven Software Job Description Template

Job Title: Senior Systems Administrator - Raven
Reporting To: Director, Information Technology & Operations
Department: Information Technology & Operations
Location: Madison, WI

Your Platform <Do Not Edit >

Founded in 1990, Raven Software is the developer of numerous award-winning games including *Hexen*, *Star Wars Jedi Knight II: Jedi Outcast*, *Marvel: Ultimate Alliance* and most recently, a major contributor to the blockbuster *Call of Duty®* franchise. We're based in Middleton, Wisconsin, a suburb of Madison, annually ranked on numerous lists as one of the top places to live and work.

We have a unique vision for our industry. One that has and continues to inspire us. We bring no egos. We focus on what is best for the game. We hire stunning peers. We own our own mistakes. We treat each other with respect. After nearly 30 years, Raven Software is still thriving. We developed a team who cares about one another, our games and our players. As we enter the next exciting chapter of our story, we are growing. Our team is creative, highly intelligent, well-led and equipped to face this exciting future. If you want to work with a world-class team, on exciting new projects, then apply today! We look forward to hearing from you.

Raven Software is wholly owned by Activision. To learn more about our studio, please visit us at www.ravensoftware.com, on Facebook at www.facebook.com/ravensoftware, and @RavenSoftware on Twitter.

Your Mission

As a Systems Administrator you will be responsible for the technical design, planning, implementation, administration, and the development of recovery procedures for critical services and our technology infrastructure at Raven Software. You will serve as a technical expert on the team, supporting operating systems, compute/storage/networking infrastructures, and a range of applications. This position will serve as an escalation point for members of the team to bring issues to, offering coaching and mentoring opportunities to others. You will be enabled to recommend the redesign and configuration of systems and applications as technology advances or issues arise. This role will work closely with all disciplines within the studio as well as IT teams at our Corporate offices, partner studios, and Central Technology. Ultimately, you will ensure our software, hardware, servers, and networks run smoothly.

Your day-to-day priories will be supporting the core studio information technology services by managing the operations of our infrastructure, monitoring system performance, configuration of equipment and services, and the maintenance repair. Given the nature of our environment, you will occasionally be available to work off-hours to deal with serious outages or to respond to immediate problems.

As a member of the IT team, you will also be responsible for managing and maintaining remote computing systems and services, as well as any internal tools utilized by Raven Software; (Jira, Confluence, Office, etc.). You will not only manage helpdesk tickets, but are expected to help us exceed client expectations, map and deliver critical timelines, maintain standards, and manage assets. Our teams and game state changes rapidly so you must have an innate sense of urgency while having the ability to multi-task and prioritize to be successful. You will be responsible for working and tracking cases from beginning through resolution and performing software and hardware configuration across diverse platforms.

Player Profile

Minimum Requirements:

- Bachelor's degree preferred, Associate's Required or
- Friendly, customer focused and top-level support a must
- 3+ years experience in Information Technology roles with a focus on infrastructure administration.
- Advanced knowledge of Active Directory, Microsoft Exchange, and Office 365
- Extremely comfortable in both Windows and Linux environments
- Familiar with various storage technologies with a strong foundational knowledge of storage principals.
- Advanced understanding of network protocols and technologies (e.g. DNS, DHCP, VLANs, LACP, etc.)
- Ability to work in a fast-paced environment.
- Excellent analytical and problem-solving skills
- Willingness to learn new technologies to support company growth.
- Strong experience with hypervisor/virtualization technology (e.g. vSphere & KVM).
- Excellent communication skills to interface with various business partners and leadership
- "Can-do" attitude with a desire to learn
- Organizationally savvy to handle multiple business priorities simultaneously and prioritize and complete work within stringent deadlines
- Ability to travel on an as-needed basis

Extra Points:

- Industry certifications (MCSE, MCSA, CCNA, VCP, etc.)
- Previous experience in similar roles in the video game or technology industries preferred
- Passion for or curiosity about video games

Our World <Do Not Edit >

Activision Blizzard, Inc. (NASDAQ: ATVI), is one of the world's largest and most successful interactive entertainment companies and is at the intersection of media, technology and entertainment. We are home to some of the most beloved entertainment franchises including *Call of Duty®*, *World of Warcraft®*, *Overwatch®*, *Diablo®*, *Candy Crush™* and *Bubble Witch™*. Our combined entertainment

network delights hundreds of millions of monthly active users in 196 countries, making us the largest gaming network on the planet!

Our ability to build immersive and innovate worlds is only enhanced by diverse teams working in an inclusive environment. We aspire to have a culture where everyone can thrive in order to connect and engage the world through epic entertainment. We provide a suite of benefits that promote physical, emotional and financial well-being for 'Every World' - we've got our employees covered!

The videogame industry and therefore our business is fast-paced and will continue to evolve. As such, the duties and responsibilities of this role may be changed as directed by the Company at any time to promote and support our business and relationships with industry partners.

Raven Software is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, protected veteran status, or any other basis protected by applicable law and will not be discriminated against on the basis of disability.

Raven Software Associate Concept Artist Job Description

Job Title: Associate Concept Artist
Reporting To: Art Director
Department: Art
Location: Madison, Wisconsin

Why Raven?

Here at Raven, we pride ourselves on our unique vision for the industry that continues to inspire us after more than 30 years. We developed a team that cares about one another, our games, and our players. We treat each other with respect. We bring no egos. We focus on what is best for the game. We hire stunning peers. We own our mistakes. As we enter the next exciting chapter of our story, we are looking for people to grow with us. If you want to work with a world-class team, on exciting new projects, then apply today! We look forward to hearing from you.

Your Mission

Your mission is to provide the inspirational concept and reference art behind the immersive visuals and distinctive experiences developed for the blockbuster Call of Duty franchise. You are a skilled artist who translates ideas into detailed visuals for developing game content, thrives on growth opportunities, and delivers high quality work in a timely manner. You also have an agile and flexible mindset, and a proven ability to partner with experienced artists and designers who will help you advance your art skills and technical knowledge. Above all, we are looking for an innovative and dedicated teammate to help tell our story.

You Will…

- Share your deep passion of concept art and the creative process.
- Research subject matter relating to objectives to ensure an authentic experience.
- Work closely with Art Directors to envision and refine epic visual content for world-class player experiences.
- Proactively increase your knowledge of new art tools, processes, and pipeline best practices.
- Thrive on open and welcome constructive criticism.
- Contribute creative and original ideas towards all aspects of game production and development.

You Bring…

Minimum Requirements:

- 1+ total years in the games industry working in a concept art capacity.
- Solid drawing fundamentals, along with traditional painting and rendering techniques.
- Passionate and egoless attitude that welcomes feedback and criticism, and enjoys working in a collaborative, iterative, and agile process.
- Solid artistic skills in anatomy, proportions, perspective, rendering light on form, value, composition, storytelling, and color theory regarding environments, characters, architectural forms, and graphic design.
- Strong knowledge of Photoshop.
- Good communication and problem-solving skills.

- Ability to thrive in a challenging and often ambiguous environment.
- Familiar understanding of game art with ability to clearly discuss modern trends.
- Solid portfolio demonstrating focus and commitment to concept art of realistically styled subject matter and a demonstrated proficiency in traditional art skills and digital painting; ideally demonstrating the creative process from dynamic sketching to refined renders.

Extra Points:

- Knowledge of 3D programs, 3DS Max, Maya, Modo, Sketchup, etc.
- Passion for the Call of Duty franchise.
- Possesses in-depth understanding of game engines, pipelines, and processes.
- History of playing a variety of game genres both digital and physical.

About Raven

Founded in 1990, Raven Software is the developer of numerous award-winning games including *Hexen*, *Star Wars Jedi Knight II: Jedi Outcast*, *Marvel: Ultimate Alliance* and most recently, a major contributor to the blockbuster *Call of Duty®* franchise. We are based in Middleton, Wisconsin, a suburb of Madison, annually ranked on numerous lists as one of the top places to live and work.

We each bring a unique set of experiences from dozens of cultural backgrounds. Our shared values unify our direction and decisions, helping us touch the lives of more than a billion people each day.

About Activision

Activision Blizzard, Inc. (NASDAQ: ATVI), is one of the world's largest and most successful interactive entertainment companies and is at the intersection of media, technology and entertainment. We are home to some of the most beloved entertainment franchises including *Call of Duty®*, *World of Warcraft®*, *Overwatch®*, *Diablo®*, *Candy Crush™* and *Bubble Witch™*. Our combined entertainment network delights hundreds of millions of monthly active users in 196 countries, making us the largest gaming network on the planet!

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Raven Software Concept Artist Job Description

Job Title: Concept Artist
Reporting To: Art Director
Department: Art
Location: Madison, Wisconsin

Why Raven?

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Your Mission

Your mission is to provide the inspirational concept and reference art behind the immersive visuals and distinctive experiences developed for the blockbuster Call of Duty franchise. You are a dependable 'self-starter' teammate who takes ownership of primary concept art tasks, thrives on challenging growth opportunities, and delivers high quality work in a timely manner. You also have an agile and flexible mindset, and strong communication skills, as you will actively partner with some of the most talented and passionate developers in the industry. Above all, we are looking for an innovative and dedicated teammate to help tell our story.

You Will…

- Share your deep passion of concept art and the creative process.
- Research subject matter relating to objectives to ensure an authentic experience.
- Be a proactive self-starter that can execute high-level art direction with little oversight.
- Collaborate with Art Directors, Creative Directors, Designers, and Artists to envision and refine epic visual content for world-class player experiences.
- Follow best practices and advocate towards streamlining tools and processes.
- Encourage artists to thrive on open and welcome constructive criticism.
- Contribute creative and original ideas towards all aspects of game production and development.

You Bring…

Minimum Requirements:

- 3+ total years in the games industry working in a concept artist capacity, with at least 1 shipped title in the AAA console / PC space.
- Passionate and egoless attitude that welcomes feedback and criticism, and enjoys working in a collaborative, iterative, and agile process.
- Solid drawing fundamentals, along with traditional painting and rendering techniques.
- Strong artistic skills in anatomy, proportions, perspective, rendering light on form, value, composition, storytelling, and color theory regarding environments, characters, architectural forms, and graphic design.

- Strong knowledge of Photoshop.
- Impressive communication and strong problem-solving skills.
- Proven ability to thrive in a challenging and often ambiguous environment.
- Solid understanding of game art with ability to clearly discuss modern trends.
- Strong portfolio demonstrating focus and commitment to concept art of realistically styled subject matter and a demonstrated proficiency in traditional art skills and digital-painting; ideally demonstrating the creative process from dynamic sketching to refined renders.

Extra Points:

- Knowledge of 3D programs, 3DS Max, Maya, Modo, Sketchup, etc.
- Passion for the Call of Duty franchise.
- Possesses in-depth understanding of game engines, pipelines, and processes.
- History of playing a variety of game genres both digital and physical.

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Raven Software Environment Artist Job Description

Job Title: Environment Artist
Reporting To: Lead Environment Artist
Department: Art
Location: Madison, Wisconsin

Why Raven?

Here at Raven, we pride ourselves on our unique vision for the industry that continues to inspire us after more than 30 years. We developed a team that cares about one another, our games, and our players. We treat each other with respect. We bring no egos. We focus on what is best for the game. We hire stunning peers. We own our mistakes. As we enter the next exciting chapter of our story, we are looking for people to grow with us. If you want to work with a world-class team, on exciting new projects, then apply today! We look forward to hearing from you.

Your Mission

Your mission is to play a key role in crafting immersive and compelling environments for the blockbuster Call of Duty franchise. You are a dependable core contributor, 'self-starter' teammate who takes ownership of primary art tasks, thrives on challenging growth opportunities, and delivers high quality work in a timely manner. You also have an agile and flexible mindset, and strong communication skills, as you will actively partner with some of the most talented and passionate developers in the industry. Above all, we are looking for an innovative and dedicated teammate to help tell our story.

You Will…

- Share your deep passion of crafting realistic environment art and visual narratives.
- Research subject matter relating to objectives to ensure an authentic experience.
- Be a proactive self-starter that can execute high-level art direction with little oversight.
- Collaborate with Creative Directors, Designers, Engineers, Artists, Producers, and Animators to deliver epic visual content for world-class player experiences.
- Work in Radiant to augment play-spaces with artwork that supports game and story objectives.
- Follow best practices and advocate towards streamlining tools and processes.
- Encourage artists to thrive on open and welcome constructive criticism.
- Contribute creative and original ideas towards all aspects of game production and development.

You Bring…

Minimum Requirements:

- 3+ total years in the games industry working in an environment art capacity, with at least 1 shipped title in the AAA console / PC space.
- Egoless attitude that welcomes feedback and criticism, and enjoys working in a collaborative, iterative, and agile process.
- Proven ability to create high-quality assets utilizing multiple major 3D and 2D packages (3DS Max or Maya and Photoshop or Substance) for console hardware (Xbox, PS, PC).
- Possesses in-depth understanding of game engines, pipelines, and processes.

- Impressive communication and strong problem-solving skills.
- Proven ability to thrive in a challenging and often ambiguous environment.
- Solid understanding of game art with ability to clearly discuss modern trends.
- Strong portfolio demonstrating focus and commitment to realistic environment and current gen 2D/3D asset creation; ideally demonstrating various objects alone and assembled into compelling environments.

Extra Points:

- Familiarity with photogrammetry process, procedural content creation, or PBR workflows.
- Passion for the Call of Duty franchise.
- Strong traditional art foundation.
- History of playing a variety of game genres both digital and physical.

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Raven Software Senior Technical Artist Job Description

Job Title: Senior Technical Artist
Reporting To: Senior Lead Technical Artist
Department: Art
Location: Madison, Wisconsin

Why Raven?

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Your Mission

Your mission is to play a critical role in developing responsive art tools and user-friendly workflow solutions for the blockbuster Call of Duty franchise. You are a self-sufficient, 'fire-and-forget' teammate who takes ownership of critical tech art tasks, acts as a bridge between the art and engineering teams, and proactively and independently solve challenges. You also have an agile and flexible mindset, and excellent and persuasive communication skills, as you will actively partner with some of the most talented and passionate developers in the industry. Above all, we are looking for an innovative and dedicated teammate to help tell our story.

You Will…

- Share your deep passion for technical art knowledge and your drive to improve and expand upon content creation pipelines and tool sets.
- Be a proactive self-starter that can independently execute high-level direction.
- Collaborate with Artists and Engineers to deliver innovative tool solutions that will help artists develop epic visual content for world-class player experiences.
- Spearhead tech art development for specific projects, and initiatives to standardize solutions across the organization.
- Champion best practices and advocate towards streamlining tools and processes.
- Be a trusted gatekeeper for performance, efficiency, and quality.
- Inspire and mentor fellow tech artists as a role model of initiative, accountability, and attitude.
- Encourage artists and engineers to thrive on open and welcome constructive criticism.
- Contribute innovative and original ideas towards all aspects of game production and development.

You Bring…

Minimum Requirements:

- 6+ total years in the games industry working in an art capacity, with at least 3 shipped title in the AAA console / PC space.
- Egoless attitude that welcomes feedback and criticism, and enjoys working in a collaborative, iterative, and agile process.

- Strong scripting or programming knowledge (Python, JavaScript, C#, C++, MEL)
- Possesses in-depth understanding of game engines, pipelines, and processes.
- Proven experience in several of the following: lighting, shading, VFX, environments, characters, physically based rendering (PBR), and content management & optimization.
- Good understanding of creating art assets in multiple major 3D and 2D packages (3DS Max or Maya, Houdini, Photoshop or Substance) for console hardware (Xbox, PS, PC).
- Ability to lead by example.
- Impressive communication and strong problem-solving skills.
- Proven ability to thrive in a challenging and often ambiguous environment.
- Solid understanding of game art with ability to clearly discuss modern trends.

Extra Points:

- Passion for the Call of Duty franchise.
- Experience with Maya OpenAPI, MaxScript, wxPython, PyQt, and P4Python.
- Experience with integrated solutions such as RealityCapture, Simplygon, Substance, etc.
- Strong traditional art foundation.
- History of playing a variety of game genres both digital and physical.

About Raven

Founded in 1990, Raven Software is the developer of numerous award-winning games including *Hexen*, *Star Wars Jedi Knight II: Jedi Outcast*, *Marvel: Ultimate Alliance* and most recently, a major contributor to the blockbuster *Call of Duty®* franchise. We are based in Middleton, Wisconsin, a suburb of Madison, annually ranked on numerous lists as one of the top places to live and work.

We each bring a unique set of experiences from dozens of cultural backgrounds. Our shared values unify our direction and decisions, helping us touch the lives of more than a billion people each day.

About Activision

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RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster **Call of Duty** franchise, is looking for a talented and passionate **Senior VFX Artist** to join our high-caliber team. This position will play a key role in the creative design, asset management, and technical implementation of visual effects and design.

To earn this spot, you have experience delivering high-quality VFx art, fierce art skills in composition and modeling, an aptitude for critical thinking and analysis, boundless creativity, extensive knowledge of FPS gameplay/landscape, and a deep passion for playing videogames.

Your Mission:

- Creating stunning visuals effects for the FPS genre using proprietary real time particle systems.
- High standards of artist skill in creating texture assets for effects.
- A critical eye and appreciation of cinematics when placing effects .
- Finding and dealing with technical issues using performance metric tools.
- Creatively solving technical issues that arise.
- Working with Level Designers and Team Leads to create FX for stunning environments and compelling moments.

Player Profile:

- At least 2 to 3 years of next-gen visual effects development on console hardware (Xbox, PS, PC).
- Experience with and a good working knowledge of the limitations and expectations of next generation hardware.
- Excellent working knowledge of Maya and Photoshop.
- Ability to communicate effectively with both Artists and Programmers.
- An intimate knowledge of Art skills (e.g. knowledge of composition, color, 3d modeling and painting).
- Advanced understanding of how to create textures for games.
- Advanced understanding of the limitations of runtime effects and how to get the best results.

Pluses:

- Strong background in modeling, animation and/or traditional art.
- High-end rendering of particle effects and fluid dynamics.
- Specialty post-production work for game cinematics.
- Experience with After Effects.
- Experience and comfort with one or more scripting/programming languages.
- Secondary education, Bachelors of Fine arts or equivalent.
- Ability to assist with other art tasks, including light 2d, 3d, or concept tasks.
- Strong understanding of real-time physics systems.

Located in Madison, Wisconsin, **RAVEN SOFTWARE** offers an upscale work environment with state-of-the-art workstations, competitive compensation, generous benefits, highly-skilled teammates, affordable living, and an exceptional quality of life.

Raven Software Associate Technical Artist Job Description

Job Title: Associate Technical Artist
Reporting To: Senior Lead Technical Artist
Department: Art
Location: Madison, Wisconsin

Why Raven?

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Your Mission

Your mission is to play a key role in developing user-friendly tools and innovative pipeline systems for the blockbuster Call of Duty franchise. You are a skilled digital artist who is passionate understanding and improving art development pipelines, thrives on challenging growth opportunities, and delivers high quality work in a timely manner. You also have an agile and flexible mindset, and strong communication skills, as you will actively partner with some of the most talented and passionate developers in the industry. Above all, we are looking for an innovative and dedicated teammate to help tell our story.

You Will…

- Share your deep passion for technical art knowledge and your drive to improve and expand upon content creation pipelines and tool sets.
- Collaborate with Artists, Engineers, and your Lead to deliver innovative tool solutions that will help artists develop epic visual content for world-class player experiences.
- Promote best practices and advocate towards streamlining tools and processes.
- Be a trusted gatekeeper for performance, efficiency, and quality.
- Thrive on open and welcome constructive criticism.
- Contribute creative and original ideas towards all aspects of game production and development.

You Bring…

Minimum Requirements:

- 1+ total years in the games industry working in a technical artist capacity.
- Passionate and egoless attitude that welcomes feedback and criticism, and enjoys working in a collaborative, iterative, and agile process.
- Possesses understanding of game engines, pipelines, and processes.
- Good understanding of asset creation within widespread 3D and 2D packages (3DS Max or Maya, Blender, Substance, SpeedTree, Houdini, or ZBrush).
- Mature communication and strong problem-solving skills.

- Awareness of and ability to pursue new technological developments emerging in game development.
- Deep level of understanding and expertise in at least ONE of these areas:
    - Houdini: Expertise in the creation of assets or procedural processes using Houdini.
    - Game Performance and Optimization: Understands the optimization of game scenes to achieve frame rate targets.
    - PBR Shading: Deep knowledge of how real-world material properties are best expressed through the PBR shading model.
    - Maya Tool Scripting: Integration of useful tools into dcc packages like Maya.
    - Python GUI Tools Authoring: Use of python to create tools that optimize 3d workflows and present an effective user interface.
    - Technical Asset Pipelines: Expertise working with content creation pipelines that have highly technical dependencies e.g. foliage, destruction, terrain.

Extra Points:

- Passion for the Call of Duty franchise.
- Scripting or programming knowledge (Python, JavaScript, C#, C++, or MEL).
- Experience and desire to mentor junior team members.
- Experience in: lighting, shading, VFX, environments, characters, physically based rendering (PBR), or content management & optimization.
- Experience with Maya OpenAPI, MaxScript, wxPython, PyQt, or P4Python.
- Experience with integrated solutions such as RealityCapture, Simplygon, Substance, etc.
- Strong traditional art foundation.
- History of playing a variety of game genres both digital and physical.

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Job Description

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster **Call of Duty franchise,** is looking for a passionate **Lighting Artist** to join our team as we continue to develop the best games in the industry. This position will play a key role in the team development and coordination of our world-class Art department.

Your Mission:

- Lead lighting implementation across multiplayer and single player levels
- Collaborate with creative directors, art directors and level leads in the development of level lighting to establish a compelling, cohesive look
- Contribute innovative and original ideas towards all aspects of game production and development
- Assist in the documentation and communication of technical and process guidelines for lighting creation and implementation

Player Profile:

- 6+ years industry experience with at least 2 titles shipped on next gen platforms
- Proven ability to produce compelling visuals through lighting on these platforms, showcased in a portfolio demonstrating considerable range of experience with lighting of environments and characters; cinematics a plus
- Proactive, self-motivated, decisive and results-oriented; able to translate visual reference or concept effectively into the game without direct supervision
- Expertise in development & implementation of lighting systems and post-process effects
- Excellent understanding of color and color theory, space, material and light in relation to their application in games
- Excellent understanding of game engines, tools, pipelines and development processes
- Able to collaborate with the team leads to achieve solutions that work for all disciplines
- Open to criticism but also possessing an excellent capacity to solve creative and technical problems, and present a compelling vision
- Ability to research and develop lighting techniques; envision or address tools needs, report and solve bugs
- Proficiency with color grading and shader development
- Digital matte painting experience; skybox generation through digital matte painting techniques and/or procedural tools, such as Vue

The ideal candidate will also have:

- Knowledge of the Call of Duty franchise.
- Strong understanding of the FPS gameplay including knowledge of the best-in-class games in the genre.

******A strong portfolio that showcases lighting techniques is a must******

Located in Madison, Wisconsin, RAVEN SOFTWARE offers an upscale work environment with state-of-the-art workstations, competitive compensation, a fun, collaborative environment, affordable living and an exceptional quality of life.

Job Title:
Narrative Designer

Requisition ID:
TBD

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Your Mission

Your mission is to help craft a narrative that will be enjoyed by millions of gamers across the globe. An agile and flexible mindset is also necessary since this position actively partners with a variety of internal and external partners. Excellent and persuasive communication skills are a must. Above all, we are looking for an innovative and dedicated teammate to help tell our story.

You will…

- Collaborate with Creative Directors, Designers, Engineers, Artists, Producers, and Animators to deliver a world-class game narrative.
- Write, review, edit, and implement dialogue and text for cinematics, in-game scenes, game assets, UI, and other related materials.
- Research subject matter relating to the narrative to ensure an authentic experience.

- Be a proactive self-starter that can independently execute high-level direction.
- Play builds of the game in-progress and provide concise, prioritized feedback.

You Bring...

Minimum Requirements:

- 3+ years in the games industry working in a narrative or design capacity, with at least 1 shipped title in the AAA console / PC space.
- Screenplay, fiction, or game writing experience.
- Experience with programming/scripting languages.
- Strong problem-solving skills.
- Passionate and egoless attitude that welcomes feedback and criticism, and enjoys working in a collaborative, iterative, and agile process.
- Impressive communication skills.
- Ability to execute high-level direction in a timely manner.
- Solid understanding of modern single-player design with ability to clearly discuss trends.
- Passion for games with a desire to make an impact at an industry level.
- Good problem-solving skills.
- Expertise in creating high and low-level documentation using tools like Power Point, Word, Excel, Visio, etc.

Extra Points:

- Profound understanding of the Call of Duty franchise and Warzone.
- Comprehensive knowledge and understanding of the FPS games space.
- Prior experience working on a AAA first-person shooter.

About Activision

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Role: UX DESIGNER
Reporting to: Wayne Koenig
Team: UI/UX (Design)

Your Platform

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We have a unique vision for our industry. One that has and continues to inspire us. We bring no egos. We focus on what is best for the game. We hire stunning peers. We own our own mistakes. We treat each other with respect. After nearly 30 years, Raven Software is still thriving. We developed a team who cares about one another, our games and our players. As we enter the next exciting chapter of our story, we are growing. Our team is creative, highly intelligent, well-led and equipped to face this exciting future. If you want to work with a world-class team, on exciting new projects, then apply today! We look forward to hearing from you.

Raven Software is wholly owned by Activision. To learn more about our studio, please visit us at www.ravensoftware.com, on Facebook at www.facebook.com/ravensoftware, and @RavenSoftware on Twitter.

Your Mission

The UX Designer role requires outstanding technical knowledge of the process and tools for designing and creating in-game UI design and UX systems. You will be able to conceptualize the user experience flow from wireframe concepts or prototypes, to execution of concepts and asset creation for engineering—using tools such as Adobe Photoshop, Illustrator, XD, InDesign, and/or After Effects. Experience in creating functional UI/UX prototypes and tools experience is a bonus.

This role will report to the Lead UI/UX Designer, and will be expected to collaborate within a team of UI/UX designers and artists, engineers, and gameplay designers, to create systems and assets to the highest standards for all areas of front-end and in-game UI.

The ideal candidate is expected to have proven experience within a similar role *(with supporting portfolio that exemplifies your work)*, be an exceptionally creative problem solver, good communicator and presenter of UX design (and systems), positive team member and one who always shows high levels of enthusiasm and talent for creating games with an intuitive UI for the player.

Priorities can often change in a fast-paced environment like ours, so this role includes, but is not limited to, the following responsibilities:

- Have an intense understanding of game front-end UX flow and HUD systems.
- Be able to conceptualize, present, and execute ideas on schedule.
- Create and implement UX design and/or UI art within defined look & feel.
- Ensure that work supports overall game design and art style/direction.
- Develop and iterate on design concepts based on feedback.
- Work with Lead UI/UX Designer to define and understand functionality, design, and technical requirements.
- Actively and constructively contribute to technical and artistic problem solving across departments.
- Work to achieve consistency in art style and quality of one's own work.
- Possess a strong graphic design background and understanding of design principles.
- Demonstrate understanding of game aesthetic and branding requirements.
- Work within agreed technical budgets and restrictions.
- Troubleshoot, seek solutions, and ask questions.
- Balance, organize, and prioritize tasks to meet deadlines.

Role: UX DESIGNER
UI/UX (Design)

Player Profile

Minimum Requirements:

- Specialized training in graphic and interactive design or illustration from a 4 year program or equivalent level of professional experience required.
- Two plus years of professional experience designing for games and/or interactive media.
- Demonstrate a passion for games and interactive media.

Our World

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Job Title:
Systems Designer

Requisition ID:
TBD

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Your Mission

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You will…

- Collaborate with Creative Directors, Designers, Engineers, Artists, Producers, and Animators to deliver world-class game systems.
- Research subject matter relating to the design objective to ensure an authentic experience.
- Be a proactive self-starter that can independently execute high-level direction.
- Clearly and effectively pitch designs and features using multimedia tools.

- Create and maintain design documents and systems specifications for games with an eye toward systems design and then provide verbal and written assessments of the same.
- Uphold system designs during a live environment.
- Mentor fellow Designers.
- Use scripting tools to create, iterate, and balance game mechanics and systems.
- Play builds of games in-progress and provide concise and prioritized feedback to both internal teams and external partners.
- Interface with other teams to ensure systems are understood and utilized.
- Possess a comprehensive understanding of the design process spanning all facets of the game.
- Work closely with our user-testing teams during play-balancing to provide expert feedback.

You Bring...

Minimum Requirements:

- 2+ years in the games industry working in a system design capacity, with at least 1 shipped title in the AAA console / PC space.
- Experience with programming/scripting languages.
- Passionate and egoless attitude that welcomes feedback and criticism, and enjoys working in a collaborative, iterative, and agile process.
- Impressive communication skills.
- Good understanding of systems design with ability to clearly discuss modern trends.
- Strong problem-solving skills.
- Expertise writing high and low-level documentation (PowerPoint, Word, Excel, Visio, etc.).
- Passion for Call of Duty, with understanding of the franchise's progression and reward systems.
- Hunger for gaming (especially online) with a broad range of game experience.

Extra Points:

- Profound understanding of the Call of Duty franchise and Warzone.
- Comprehensive knowledge and understanding of the F2P games space.
- Prior experience working on a games-as-a-service product.

- Experience with visual software (Photoshop, Illustrator, etc.).

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Job Title:
Senior Systems Designer

Requisition ID:
TBD

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You will...

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- Research subject matter relating to the design objective to ensure an authentic experience.
- Be a proactive self-starter that can independently execute high-level direction.
- Clearly and effectively pitch designs and features using multimedia tools.
- Create and maintain design documents and systems specifications for games with an eye toward systems design and then provide verbal and written assessments of the same.
- Uphold system designs during a live environment.
- Mentor fellow Designers.
- Use scripting tools to create, iterate, and balance game mechanics and systems.
- Play builds of games in-progress and provide concise and prioritized feedback to both internal teams and external partners.
- Interface with other teams to ensure systems are understood and utilized.
- Possess a comprehensive understanding of the design process spanning all facets of the game.
- Work closely with our user-testing teams during play-balancing to provide expert feedback.

You Bring…

Minimum Requirements:

- 5+ years in the games industry working in a system design capacity, with at least 3 shipped title in the AAA console / PC space.
- Solid experience with programming/scripting languages.
- Passionate and egoless attitude that welcomes feedback and criticism, and enjoys working in a collaborative, iterative, and agile process.
- Ability to lead by example.
- Impressive communication skills.
- Solid understanding of systems design with ability to clearly discuss modern trends.
- Strong problem-solving skills.
- Expertise writing high and low-level documentation (PowerPoint, Word, Excel, Visio, etc.).
- Passion for Call of Duty, with understanding of the franchise's progression and reward systems.
- Hunger for gaming (especially online) with a broad range of game experience.

Extra Points:

- Profound understanding of the Call of Duty franchise and Warzone.
- Comprehensive knowledge and understanding of the F2P games space.
- Prior experience working on a games-as-a-service product.
- Experience with visual software (Photoshop, Illustrator, etc.).

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Job Title:
Senior Level Designer

Requisition ID:
TBD

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Your mission is to develop, implement and tune player-first experiences that will be enjoyed by millions of gamers across the globe. You are a self-sufficient, fire and forget teammate who takes ownership of tasks, proactively and independently solve challenges, and delivers high quality work in a timely manner. You must thrive in a challenging and often ambiguous environment. An agile and flexible mindset is also necessary since this position actively partners with a variety of internal and external partners. Excellent and persuasive communication skills are a must. Above all, we are looking for an innovative and dedicated teammate to help tell our story.

You will…

- Collaborate with Creative Directors, Designers, Engineers, Artists, Producers, and Animators to deliver a world-class player experience.
- Research subject matter relating to the design objective to ensure an authentic experience.
- Be a proactive self-starter that can independently execute high-level direction.
- Clearly and effectively pitch designs and features using multimedia tools.
- Work in Radiant to create play-spaces that are engaging and immersive.
- Mentor fellow Designers.
- Play builds of games in-progress and provide concise and prioritized feedback to both internal teams and external partners.
- Interface with other teams to ensure level requirements and plans are understood.
- Possess a comprehensive understanding of the design process spanning all facets of the game.
- Work closely with our user-testing teams during play-balancing to provide expert feedback.

You Bring...

- 5+ years in the games industry working in a level design capacity, with at least 3 shipped title in the AAA console / PC space.
- Egoless attitude that welcomes feedback and criticism, and enjoys working in a collaborative, iterative, and agile process.
- A strong understanding of geometry building, flow, and layout
- Ability to lead by example.
- Impressive communication skills.
- Solid understanding of level design with ability to clearly discuss modern trends.
- Strong problem-solving skills.
- Hunger for gaming (especially online) with a broad range of game experience.

Extra Points:

- Profound understanding of the Call of Duty franchise and Warzone.
- Comprehensive knowledge and understanding of the F2P games space.
- Prior experience working on a games-as-a-service product.
- Experience with visual software (Photoshop, Illustrator, etc.).

About Activision

Activision Blizzard, Inc. (NASDAQ: ATVI), is one of the world's largest and most successful interactive entertainment companies and is at the intersection of media, technology, and entertainment. We are home to some of the most beloved entertainment franchises including *Call of Duty*®, *World of Warcraft*®, *Overwatch*®, *Diablo*®, *Candy Crush*™ and *Bubble Witch*™. Our combined entertainment network delights hundreds of millions of monthly active users in 196 countries, making us the largest gaming network on the planet!

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Role: SENIOR UX DESIGNER
Reporting to: Wayne Koenig
Team: UI/UX (Design)

RAVEN

Your Platform

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Your Mission

The Senior UX Designer role requires outstanding technical knowledge of the process and tools for designing and creating in-game UI design and UX systems. You will be able to conceptualize the user experience flow from wireframe concepts or prototypes, to execution of concepts and asset creation for engineering—using tools such as Adobe Photoshop, Illustrator, XD, InDesign, and/or After Effects. Experience in creating functional UI/UX prototypes and tools experience is expected.

This role will report to the Lead UI/UX Designer, and will be expected to collaborate within a team of UI/UX designers and artists, engineers, and gameplay designers, to create systems and assets to the highest standards for all areas of front-end and in-game UI.

The ideal candidate is expected to have proven experience within a similar role *(with supporting portfolio that exemplifies your work)*, be an exceptionally creative problem solver, good communicator and presenter of UX design (and systems), positive team member and one who always shows high levels of enthusiasm and talent for creating games with an intuitive UI for the player.

Priorities can often change in a fast-paced environment like ours, so this role includes, but is not limited to, the following responsibilities:

- Have an intense understanding of game front-end UX flow and HUD systems.
- Be able to independently conceptualize, present, and execute ideas on schedule.
- Create and implement UX design and/or UI art within defined look & feel.
- Ensure that work supports overall game design and art style/direction.
- Develop and iterate on design concepts based on feedback.
- Work with Lead UI/UX Designer to define and understand functionality, design, and technical requirements.
- Actively and constructively contribute to technical and artistic problem solving across departments.
- Seek out additional work to further aid the success of the team's collective goals
- Possess a strong, established graphic design background and understanding of design principles.
- Demonstrate understanding of game aesthetic and branding requirements.
- Work within agreed technical budgets and restrictions.
- Be able to identify problems, advocate for, and provide solutions to improve department processes
- Balance, organize, and prioritize tasks to meet deadlines.
- Mentor others and support the growth of peers in your area of expertise

Role: SENIOR UX DESIGNER
UI/UX (Design)

Player Profile

Minimum Requirements:

- Specialized training in graphic and interactive design or illustration from a 4 year program or equivalent level of professional experience required.
- Five + years of professional experience designing for games and/or interactive media.
- Demonstrate a passion for games and interactive media.

Our World

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Job Description

Audio Designer 2020

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise, is looking for an **AUDIO DESIGNER** to join our team to develop the soundscape for our current and future projects. You'll bring your own unique blend of skills to the audio team, collaborate with other game development disciplines across **ACTIVISION**, and create the best sounding experiences for millions of players. This role will report directly to our Lead Audio Designer.

If you can demonstrate your keen sense of audio for games, we want you to join our team!

Core Duties:

- Contribute to all aspects of sound design, post-production and mixing.
- Collaborate with other game developers to create, implement and debug sound effects.
- Take part in improving game audio features and tool development.
- Sound effects library maintenance, Field recording, Dialogue processing, Music Editing.

Requirements:

- A demo reel showcasing your most outstanding accomplishments in sound design. Isolated sound design is ideal. Document what you contributed to any collaborative examples. No music is strongly preferred.
- 3+ years of relevant industry experience.
- Audio recording, design, processing and mixing skills.
- Experience with current audio editing software, such as REAPER, Pro Tools, Logic, Live, Audition, Sound Forge, Waves and other plug-ins.
- Experience with audio hardware, such as recording interfaces, microphones and outboard processing.
- Experience with Windows and/or macOS, familiarity with productivity software such as word processors and spreadsheets.
- Excellent communication and organization skills.
- Good work ethic and a positive attitude.

Pluses:

- Having shipped at least one AAA game is a plus.
- Familiarity with multi-channel / surround sound / 3D spatial audio mixing is a plus.
- Game development, scripting and/or programming skills is a plus.

Job Title:
Level Designer

Requisition ID:
TBD

Why Raven?

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- Possess a comprehensive understanding of the design process spanning all facets of the game.
- Work closely with our user-testing teams during play-balancing to provide expert feedback.

You Bring...

- 2+ years in the games industry working in a level design capacity, with at least 1 shipped title in the AAA console / PC space.
- Egoless attitude that welcomes feedback and criticism, and enjoys working in a collaborative, iterative, and agile process.
- Good understanding of geometry building, flow, and layout.
- Impressive communication skills.
- Good understanding of level design with ability to clearly discuss modern trends.
- Strong problem-solving skills.
- Expertise writing high and low-level documentation (PowerPoint, Word, Excel, Visio, etc.).
- Hunger for gaming (especially online) with a broad range of game experience.

Extra Points:

- Profound understanding of the Call of Duty franchise and Warzone.
- Comprehensive knowledge and understanding of the F2P games space.
- Prior experience working on a games-as-a-service product.
- Experience with visual software (Photoshop, Illustrator, etc.).

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RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster **Call of Duty** franchise is looking for a talented and passionate **Senior Producer** to join our high-caliber team. The Senior Producer will work closely with stakeholders across the studio and the publisher to ensure the very best game is produced on-time and within budget.

Your Mission:

- Collaborating with Directors and Leads to establish long term feature schedules, milestone definitions and phase/sprint goals
- Driving the development of game features and content from concept to completion, often on multiple initiatives simultaneously
- Understanding and communicating project milestones, task deadlines, and stakeholder feedback to team members across the studio
- Predicting, identifying and proposing solutions for project risks and issues
- Being in constant communication with Leads and Directors to make sure the project expectations are clear and realistic
- Being a part of the team – working with the teams to overcome complex problems, improve product quality and stay on track
- Managing Associate Producers or Production Coordinators with a focus on development, mentorship and long-term career growth
- Being a partner to different Publishing groups including Production, Legal, PR and Marketing

Player Profile:

- 5+ years of experience working in the game industry
- Shipped at least one game title
- Comprehensive understanding of game development, from concept to submission and sustained development post launch.
- Strong time-management skills with the ability to focus on priorities, manage change and deliver against agreed deadlines.
- Proven ability to work under rapid development cycles.
- The ability to confidently articulate and communicate ideas and concepts using outstanding written, verbal and presentation skills
- Proven ability to collaborate, coordinate, communicate and support other team members
- Creative, motivated, focused, passionate, results-oriented
- Passion for games

Located in Madison, Wisconsin, RAVEN SOFTWARE offers an upscale work environment with state-of-the-art workstations, competitive compensation, generous benefits, highly-skilled teammates, affordable living, and an exceptional quality of life.

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster **Call of Duty** franchise is looking for a talented and passionate **Producer** to join our high-caliber team. The Senior Producer will work closely with stakeholders across the studio and the publisher to ensure the very best game is produced on-time and within budget.

Your Mission:

- Collaborating with Directors and Leads to establish long term feature schedules, milestone definitions and phase/sprint goals
- Driving the development of game features and content from concept to completion, often on multiple initiatives simultaneously
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Player Profile:

- 3+ years of experience working in the game industry
- Shipped at least one game title
- Comprehensive understanding of game development, from concept to submission and sustained development post launch.
- Strong time-management skills with the ability to focus on priorities, manage change and deliver against agreed deadlines.
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Your Mission:

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- Driving the development of game features and content from concept to completion, often on multiple initiatives simultaneously
- Understanding and communicating project milestones, task deadlines, and stakeholder feedback to team members across the studio
- Predicting, identifying and proposing solutions for project risks and issues
- Being in constant communication with Leads and Directors to make sure the project expectations are clear and realistic
- Being a part of the team – working with the teams to overcome complex problems, improve product quality and stay on track
- Being a partner to different Publishing groups including Production, Legal, PR and Marketing

Player Profile:

- 1-3 years of experience working in the game industry
- Shipped at least one game title
- Comprehensive understanding of game development, from concept to submission and sustained development post launch.
- Strong time-management skills with the ability to focus on priorities, manage change and deliver against agreed deadlines.
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Job Description

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Requirements:

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- 5+ years of relevant industry experience.
- Audio recording, design, processing and mixing skills.
- Experience with current audio editing software, such as REAPER, Pro Tools, Logic, Live, Audition, Sound Forge, Waves and other plug-ins.
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- Experience with Windows and/or macOS, familiarity with productivity software such as word processors and spreadsheets.
- Excellent communication and organization skills.
- Good work ethic and a positive attitude.

Pluses:

- Having shipped at least one AAA game is a plus.
- Familiarity with multi-channel / surround sound / 3D spatial audio mixing is a plus.
- Game development, scripting and/or programming skills is a plus.

Job Description

Your Platform

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Your Mission

As a **Technical Rigging Animator,** you will work alongside and support the Animation Team creating character, vehicle, weapon rigs and tools needed to support a creative and efficient production pipeline. You must be able to thrive in a challenging environment, with an aptitude for critical thinking and analysis, and a deep passion for videogames. Experience in first-person shooter (FPS) games and knowledge of the Call of Duty games is a huge plus.

This is an excellent opportunity to work and be part of a highly talented team of proven developers who are passionate about making games.

Priorities can often change in a fast-paced environment like ours, so this role includes, but is not limited to, the following responsibilities:

- Create and implementing efficient character/weapon/vehicle/prop rigs for the project
- Work close with Animators, taking feedback on rigs and identifying areas to improve the creation of animation content.
- Help develop and maintain character facial rigs to support the facial animation pipeline
- Cooperating and working closely with the modeling and assets teams
- Working with MEL/Python scripts to automate the character animation process

Player Profile

- Computer Programming/Scripting experience (e.g. C#, C++, MEL, Python, Etc.)
- Bachelor's degree (B.A.) or at least one year related experience and/or training
- Experience developing rigs for Max, Maya, and/or MotionBuilder
- excellent understanding of skin weight painting and skin deformation
- Can quickly learn and master new tools, processes and pipelines
- Familiarity of Game Engine requirements and rig parameters for Game Engines
- Communicate and collaborate effectively with other disciplines and departments
- Contribute and be part of a highly creative team, receiving and responding to feedback
- Familiarity of both key framed and motion capture pipelines
- Knowledge of Houdini, including rigid bodies, soft bodies and clothing simulation is desirable
- Absolute passion for playing and making the industry's best videogames

Extra Points:

- Strong reel demonstrating good range of rigs

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